

THOMAS D. ALLMAN
Sheriff-Coroner



Undersheriff Matthew C. Kendall
Administrative Services

Captain Gregory L. Van Patten
Field Services

Captain Tim Pearce
Corrections

County of Mendocino

Office Of The Sheriff-Coroner

LETTER OF REPRIMAND

2557
1-7-19

As a result of the evidence established and statements set forth in the notice of intent to take Disciplinary Action issued January 25th and the discussions and statements given at the Skelly meeting held on February 20th, the following disciplinary action will be taken:

CHARGES/ALLEGATIONS AGAINST THE EMPLOYEE

It is the finding and conclusion of the appointing authority, after review of the evidence and statements, including Mendocino County Sheriff's Office investigation reports related to these incidents, and your rebuttal and explanation, that you have committed one or more of the following grounds for discipline

Pursuant to Mendocino County Civil Service Rule, Rule XI, Section 3 subsection 1 g), your work on June 18 of 2017 in [REDACTED] instance [REDACTED] were found to be incompetent or inefficient.

Pursuant to Mendocino County Civil Service Rule, Rule XI, Section 3 subsection 1 n), on the same date [REDACTED] stated above you failed to meet reasonable work performance standards and requirements.

Pursuant to Mendocino County Sheriff Office Policies 300 and 340.3.5 subsection (ab) you did not properly perform the functions and duties of an assigned position. This is in violation of the Policy.

This letter of reprimand is based on the fact that on [REDACTED] you utilized your department issued Taser on [REDACTED] subject [REDACTED]. While your intent was not malicious you failed to appreciate other options available to you prior to the discharge of the Taser. This resulted in actions that were inefficient considering the circumstances. Further your performance in these situations fell below the standards and requirements of the department. Therefore, you did not execute and properly perform your assigned duties in the position assigned.

These actions, when considered along with your explanations for the same amount to violations as set forth above

Sergeant Zaied, as a member of this department you are expected at all times to adhere to the Mendocino County Civil Service Rules and the Mendocino County Sheriff's Departments Policies.

You violated both Civil Service Rules and Mendocino County Sheriff Department Policies on June [REDACTED] 18 of 2017. Your performance in [REDACTED] require reprimand.

It is expected of you that you meet the performance standards and requirements of this department. You must also properly perform all of the functions and duties of any assigned position you are currently assigned or transferred into.

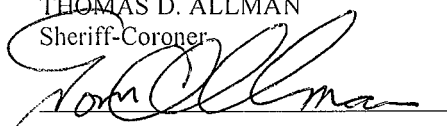
It is incumbent on you as an employee to ensure that you are aware of the requirements and duties of your position as set forth in the Civil Service Rules, Sheriff's Policies and Custodial Department Policies. If you are unsure of your requirements under these policies you need to seek immediate direction from a supervisor prior to taking action. Do not superimpose your own belief of what a correct action would be if you are uncertain, seek clarification from a supervisor. Future failures to perform your duties as required will result in discipline. This letter of reprimand serves as notice that deficient performance is not acceptable.

This letter shall remain in your personnel file for a period of two years from the date of this letter.

332553
1-7-19

Sincerely,

THOMAS D. ALLMAN
Sheriff-Coroner

A handwritten signature in cursive script, appearing to read "Tom Allman", written over a horizontal line.